



Remarks from LIUNA to the CUSD Board of Trustees - 3/28/2012

LIUNA has now participated in 13 negotiation sessions with the district and brought forth numerous ideas for both cost reductions and revenue enhancements, for example

- Immediate hiring freeze, including the superintendent position
- Stop all Inter-District transfers for non-employees (currently costing CUSD approx \$1.4 million)
- Sell the naming rights to the new stadiums and/or CAC
- Delay opening Sage Creek, especially when considering closing Buena Vista Elementary and Carlsbad Village Academy

As an organization LIUNA has been, and continues to be, willing to assist the District in reaching financial stability. The proposed cuts will hurt our members, their families, and to an extent, the entire community. Yet, we are still willing to step forward

The Carlsbad community has heard loud and clear from the board and our superintendent that the only way to close this budget deficit is for all employees to agree to pay cuts next year, maybe 15%, maybe 10%; lots of figures have been thrown around. LIUNA would like to respectfully request that the superintendent, especially when speaking to staff, not use the word "we" when talking about future pay cuts.

The only way that the superintendent's position can potentially participate in this future reduction would be for the board to set the new superintendent's maximum beginning salary at least 10% lower than the existing salary.

Now THAT would be an excellent demonstration, by the school board, of "leading by example".